



WESTON MOLONGLO FC

Code of conduct and Disciplinary Procedures

OVERVIEW

The Code of Conduct and Disciplinary Policy & Procedures are to be considered in conjunction with the Weston Molonglo Football Club. The purpose of this document is to provide a uniform approach for the WMFC to deal with any on or off the field behaviour by any:

- Player that receives either an official caution or dismissal by a match official.
- Player that acts inappropriately in relation to expectations of his/her coach.
- Club Official, Parent or Supporter that causes gross offence to either any other stakeholder in the WMFC or an Official, Parent or Supporter from any other club.

These procedures will be published on the WMFC website and issued to existing club Members/Players on request. They will also be included in welcome packs so that all Players, Officials, Parents and Supporters are fully aware of its contents.

These procedures are conducted under the guidance of both the Football Australia - National Code of Conduct and Ethics 2021 and Capital Football Disputes & Disciplinary Regulations 2021

Weston Molonglo FC – Code of Conduct

COACH'S CODE OF BEHAVIOUR

- ALL JUNIOR PLAYERS MUST BE GIVEN EQUAL PLAYING TIME (Note – Coaches of competitive divisional teams will have greater discretion regarding playing time).
- Be reasonable in your demands on young player's time, energy and enthusiasm.
- Remember that children participate for pleasure and that winning is only part of the fun.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the players.
- Develop team respect for opponents and officials
- Follow the advice of a physician when determining when an injured player is ready to recommence training or competition.
- Keep up to date with the latest coaching practices
- Wherever possible, group players to ensure a reasonable chance of success.
- Be sure that the language you use, your physical contact and relationships with the team members are appropriate at all times.
- Be aware that bullying or other inappropriate behaviour will not be tolerated at any time.

PLAYER'S CODE OF BEHAVIOUR

- Play by the rules.
- Never argue with an official. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- Control your temper. Verbal or physical abuse of officials or other players, deliberately distracting or provoking an opponent is not acceptable
- Work equally hard for yourself and/or your team.
- Treat all players as you would like to be treated
- Co-operate with your coach, teammates, officials and opponents.
- Play for the fun of it, and not just to please parents and coaches.

PARENT'S CODE OF BEHAVIOUR

- Remember that children play sport for their enjoyment, not yours.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children to always participate according to the rules.
- Never ridicule or yell at a child for making a mistake or losing a game.
- Remember that children learn best by example.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Be sure that the language you use, your physical contact and relationships with the team members are appropriate at all times.
- Respect official's decisions and remind players to do likewise.
- If you know your child is unable to attend a game or training sessions, please let the coach know in advance.
- Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.

Disciplinary Guidelines

Formal, On the Field, Caution or Dismissal

Within three (3) days of a disciplinary incident the Team Manager will complete a written report and forward to the club's President and Management Committee ('the committee'). In the absence of a Team Manager, the Coach may undertake the reporting processes. They will report on the incident as they have seen it and may refer to statements from others who have attended the game and are stakeholders in the WMFC. Any statements taken, and included in the report, must be able to be corroborated and the committee may wish to interview the statement maker during the course of this procedure. The report must contain the Manager's conclusion and recommendations. It is the Manager's responsibility to circulate this report to the President, Junior/Senior Chair (whichever is appropriate) and the Member Protection and Information Officer (MPIO) who will then call a Disciplinary Panel meeting. The Panel will be made up of three (3) individuals, including a designated chairman selected on the basis of impartiality. Any person who is a parent or relation of the charged individual is exempt from sitting on the Panel (unless requested to do so by the WMFC Management Committee Executive). It is the duty of the President, Junior/Senior chair (whichever is appropriate) and MPIO to appoint this Panel and the Panel's Chairman.

The actions and/or penalties that the Disciplinary Panel may impose will be:

- No further action
- Verbal or written warning about future conduct
- Internal suspension from attending matches – Number of Games
- Internal suspension from participating in all Club activities – Period of Time
- Permanent exclusion from Weston Molonglo Football Club
- Written letters of apology to all concerned
- Any combination of the above as deemed necessary or appropriate

Note: this procedure is not limited to only Players; any Official, Parent or Supporter may be subject to this procedure if cautioned by a match official. The Team Manager will retain the responsibilities as stated above for offences caused by non-playing club stakeholders.

The Disciplinary Panel Chairman must notify the penalty to the Player, Official, Parent or Supporter in writing, within seven days of the hearing.

Inappropriate dealings with Coach: Training and Playing

Coaches have the authority to exclude players from training activities in response to inappropriate behaviour. Coaches of junior teams may remove players from the field of play during games in response to inappropriate behaviour from the player **and/or** the player's parent. In addition, coaches may 'bench' players when they consistently:

- Miss training
- Are late for training
- Are late for matches

Players who respond inappropriately to the instructions of a Coach or a Club official during a game in such a manner (as they clearly breach the Club's Codes of Conduct policy) may be subject to penalties imposed by the Club. In such a case, the responsible Coach may wish to make a written complaint and request action be taken against the player concerned. The Coach must make the complaint to the Club Secretary within seven (7) days of the incident and in writing.

Within three days of the receiving the complaint the Junior or Senior Chair will investigate and complete a written report on the incident. He/she may refer to statements from others who have witnessed the incident and are stakeholders in the Club. Any statements taken and included in the report must be able to be corroborated and the committee may wish to interview the statement maker during the course of this procedure. The report must contain the Coordinator's conclusion and recommendation. The Coordinator will send the report to the WMFC Management Committee Executive members. The Executive will determine if a Disciplinary Panel meeting should be called.

The actions and/or penalties that the Disciplinary Panel may levy will be:

- No further action
- Verbal or written warning about future conduct
- Internal suspension from attending matches – Number of Games
- Internal suspension from participating in all Club activities – Period of Time
- Permanent exclusion from Weston Molonglo Football Club
- Written letters of apology to all concerned
- Any combination of the above as deemed necessary or appropriate

The Disciplinary Panel Chairman must notify the penalty to the Player, Official, Parent or Supporter in writing, within 7 days of the hearing.

Off the Field Actions Causing Gross Offence to Any Club Stakeholder or Stakeholders in Other Clubs

The person making the complaint must do so to the appropriate Team Manager, Coach, or member of the Executive Committee within seven (7) days of the incident and in writing. Within three days of the receiving the complaint the Team Manager, Coach or Executive Committee member will investigate and complete a written report on the incident. They will report on the incident as they have seen it and may refer to statements from others who have attended the game and are stakeholders in the Football Club. Any statements taken and included in the report must be able to be corroborated and the Management Committee may wish to interview the statement maker during the course of this procedure. The report must contain a conclusion and recommendations. It is the member completing the reports' responsibility to send this report to the Club President Junior/Sneior Chair and MPIO for distribution to all Committee members. The Committee will determine if a Disciplinary Panel meeting should be called.

The actions and/or penalties that the Disciplinary Panel may levy will be:

- No further action
- Verbal or written warning about future conduct
- Internal suspension from attending matches – Number of Games
- Internal suspension from participating in all Club activities – Period of Time
- Permanent exclusion from Weston Molonglo Football Club
- Written letters of apology to all concerned
- Any combination of the above as deemed necessary or appropriate

The Disciplinary Panel Chairman must notify the penalty to the Player, Official, Parent or Supporter in writing, within 7 days of the hearing.

Violent Acts, Either Actual or Threatened

If the Violent Act is on or around the field of play, whether in a match or training situation, then the procedure outlined in Capital Football regulations of Caution or Dismissal must be followed. If outside of this arena then the Off the Field Actions Causing Gross Offence to Any Club Stakeholder or Stakeholder in Other Clubs procedure should be followed.

The actions and/or penalties that the Disciplinary Panel may levy will be:

- No further action
- Verbal or written warning about future conduct
- Internal suspension from attending matches – Number of Games
- Internal suspension from participating in all Club activities – Period of Time
- Permanent exclusion from Weston Molonglo Football Club

- Written letters of apology to all concerned
- Any combination of the above as deemed necessary or appropriate

The Disciplinary Panel Chairman must notify the penalty to the Player, Official, Parent or Supporter in writing, within 7 days of the hearing.

Appeals Procedure

To ensure that the Weston Molonglo Football Club maintains a fair, balanced and reasonable position in all disciplinary matters, any disciplinary penalty imposed will be open to an appeal process. It is the duty of the President, Junior/Senior Chair and MPIO, to appoint an Appeals Panel and the Panel's Chairman. The appeal must be made in writing to the Disciplinary Panel Chairman within fourteen (14) days of the date of the penalty letter being received. The Disciplinary Panel Chairman will notify the Appeals Panel Chairman of the request. The Appeals Panel Chairman will advise the President who will notify the person making the appeal the time, date & venue for the hearing. The hearing must be heard by the Appeals Panel. The Appeals Panel will be made up of people not part of the original Disciplinary Panel. The conclusions reached by the Appeals Panel are final and binding and will be notified to all, including the Disciplinary Panel within seven (7) days of the hearing.